

BILL NO.

S-82-07-20

(AS AMENDED)

SPECIAL ORDINANCE S-

128-82.

AN ORDINANCE fixing the salaries of each and every appointed officer, employee, deputy assistant, departmental and institutional head of the Civil City and City Utilities of the City of Fort Wayne, Indiana for the year 1983.

WHEREAS, the Mayor and the Common Council of the City of Fort Wayne, Indiana, have according to the powers outlined in IC 36-4-7-3 and IC 36-8-3-3(d) assigned to each employee of the Civil City of Fort Wayne and of City Utilities of Fort Wayne a Labor Grade under the City Classification System established by Ordinance No. S-34-73 and subsequently modified and improved, which grades should accurately reflect the duties and responsibilities of said employees, and

WHEREAS, the Mayor of the City of Fort Wayne has recommended a maximum salary level for each labor grade in a systematic way, reflecting sound compensation planning and the effects of competitive pressures, and

WHEREAS, the Common Council must assure that salaries reflect the duties and responsibilities assigned to each employee, and to be certain that such salaries are fair and equitable, and

WHEREAS, the funds for such salaries are to be provided for the 1983 City Budget and from City Utilities operating funds and other such sources as may be specified by the Common Council.

NOW THEREFORE, BE IT ORDAINED BY THE COMMON COUNCIL OF THE CITY OF FORT WAYNE, INDIANA:

SECTION.1. That all employees of the Civil City of Fort Wayne and of City Utilities, shall be classified by the departments, titles and labor grades herein designated, and that no changes be made in any labor grade

without the specific approval of the Common Council, except for those brought about by collective bargaining with authorized representatives of City or Utilities employees in accordance with existing collective bargaining agreements.

SECTION 2. That the following scale of Maximum Salaries is hereby fixed and authorized as a ceiling for approved labor grades. This maximum will not be exceeded, except for approved shift differentials, overtime pay and bonuses or technical skill pay specifically enumerated in this ordinance or in amendments to this ordinance or in collective bargaining agreements approved by the Common Council:

LABOR GRADE	MAXIMUM SALARY
1	\$10,300
2	11,588
3	12,875
4	14,163
5	15,450
6	16,738
7	18,025
8	19,313
9	20,600
10	21,888
11	23,175
12	24,463
13	25,750
14	27,038
15	28,325
16	29,612
17	30,900
18	32,188
19	33,475

This scale is an attempt to maintain an orderly, consistent and competitive pay policy and is based upon the application of results of a salary survey conducted in June 1981, increased by three percent, the average wage increase for this area over the past twelve months. Actual increases will result from 1.) a general increase of three percent, or 2.) adjustments to the minimum base pay for an individual's labor grade, or 3.) progression to a level specified in an approved collective bargaining agreement between the City of Fort Wayne and a recognized employee representative organization.

SECTION 3. The following is a true and complete listing of all City and Utilities salaried non-bargaining unit positions by Department, Position Title and Labor Grade. It does not include those positions which are specified as part of a bargaining unit having a written economic agreement with the City or Utilities. Such positions and titles being included in this ordinance by reference to those economic agreements negotiated by the City Personnel Director and approved by Common Council.

The listing below includes the results of a comprehensive reevaluation of City and Utilities salaried non-bargaining unit positions accomplished this year in accordance with the official position evaluation plan and accurately reflects compensation for job qualifications and duties in keeping with that plan.

LABOR GRADE	TITLE
MAYOR'S OFFICE	
17	Administrative Assistant
8	Executive Secretary
7	Receptionist

1 CONTROLLER'S OFFICE

- 2 19 Controller
- 3 17 Deputy Controller
- 4 14 Internal Auditor
- 5 14 Administrator - Federal Funds
- 6 8 Executive Secretary
- 7 UC \$23,690 Council Attorney

8
9 ECONOMIC DEVELOPMENT

- 10 17 Director
- 11 15 Assistant Director
- 12 14 Finance Specialist
- 13 13 Business Planning Specialist
- 14 5 Executive Secretary B

15 METRO HUMAN RELATIONS COMMISSION

- 16 17 Executive Director
- 17 13 Deputy Director - Administrative
- 18 13 Deputy Director - Investigative
- 19 13 Staff Attorney
- 20 12 Chief Investigator
- 21 5 Executive Secretary B

22
23 CITY CLERK'S OFFICE

- 24 10 Chief Deputy/Supervisor
- 25 6 Personnel Supervisor
- 26 5 Records Supervisor
- 27 5 Violations Citizen's Advocate
- 28 5 Executive Secretary/Bookkeeper

BOARD OF PUBLIC WORKS

19 Chairman
 18 Member of Board
 12 Clerk to Board
 6 Executive Secretary A

PUBLIC AFFAIRS

16 Citizens Advocate
 12 Director - Citizen's Participation
 12 Minority Affairs Officer
 9 Administrative Assistant
 8 Assistant - Citizens Advocate

COMMUNITY DEVELOPMENT & PLANNING

18 Director
 17 Director of Planning
 16 Senior Planner
 8 Officer Manager

STREET ENGINEERING

15 Street Engineer
 6 Executive Secretary A

BOARD OF PUBLIC SAFETY

UC \$7,210 Chairman
 UC \$4,326 Member of Board
 6 Executive Secretary A

POLICE CIVILIANS

16 Legal Advisor
 13 Chemist
 12 Records Supervisor
 12 Superintendent Police Garage

POLICE CIVILIANS (Cont.)

9	Records Bureau Technician
9	Darkroom Technician
5	Executive Secretary B

POLICE COMMAND

17	Chief of Police
16	Assistant Chief
15	Deputy Chief
6	Executive Secretary A

FIRE COMMAND

17	Fire Chief
16	Deputy Chief
15	Assistant Chief
6	Executive Secretary A

CIVIL DEFENSE

13	Civil Defense Director
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WEIGHTS AND MEASURES

11	Inspector
4	Receptionist/Secretary C

COMMUNICATIONS

15	Director of Communications
12	Technician I
10	Technician II

TRAFFIC ENGINEERING

15	Traffic Engineer
13	Assistant Traffic Engineer

LAW DEPARTMENT

7	Legal Secretary
UC \$24,205	City Attorney
UC \$22,660	Special Counsel to Mayor
UC \$13,905	Associate City Attorney

HUMANE SHELTER

14	Executive Director
10	Special Humane Officer
9	Animal Technician

EMERGENCY MEDICAL SERVICES

15	Director
13	Assistant Director

AVIATION DEPARTMENT

18	Director of Airports
14	Assistant Airport Director - Operations
14	Assistant Airport Director - Finance & Administration
14	Assistant Airport Director - Fire-Police Chief
12	Lead Electrician
12	Field Maintenance Superintendent
12	Captain Fire-Police
11	Water Plant Supervisor/Plumber
11	Building Maint. Superintendent
11	Lead Mechanic
10	Lieutenant Fire-Police
10	Field Supervisor
9	Fire-Police Officer

AVIATION DEPARTMENT (Cont.)

1	9	Lead Carpenter
2	8	Equipment Operator A
3	7	Building Supervisor
4	7	Executive Secretary
5	7	Water Plant Operator
6	7	Mechanic
7	7	Electrician
8	6	Carpenter
9	6	Accounting Clerk
10	6	Administrative Assistant
11	6	Secretary A
12	6	Equipment Operator B
13	5	Secretary B
14	4	Maintenance Person
15	4	Terminal Police Officer
16	4	Custodian A
17	3	Custodian B
18		

PARKS AND RECREATION

19		
20	18	Director of Parks and Recreation
21	17	Superintendent Parks
22	17	Superintendent Recreation
23	17	Superintendent Zoo & Veldt
24	15	Business Manager
25	15	Horticulturist - Conservatory Manager
26	14	Supervisor Areas Maintenance
27	13	Supervisor Horticulture
28	13	Arborist
29	13	Engineer-Planner
30	13	Director Sr. Citizens Center
31	13	Administrative Assistant - Planner
32		

PARKS AND RECREATION (Cont.)

1		
2	13	Supervisor - Buildings & Equip.
3	13	Sports Facilities Manager
4	12	Assistant Arborist
5	12	Asst. Supervisor Areas Maintenance
6	12	Landscape Architect
7	12	Coordinator Neighborhood Services
8	12	Theatre Manager
9	12	Supervisor - Special Services
10	11	Sports Program Manager
11	11	Coordinator of Special Activities
12	11	Greenskeeper - Supervisor
13	10	Public Information Officer
14	10	Recreation Center Director
15	9	Office Manager
16	9	Program Coordinator, Sr. Citizens Center
17	8	Assistant Special Services Supervisor
18	UC \$19,120	Golf Pro/Greenskeeper
19	UC \$ 9,045	Golf Pro

REDEVELOPMENT

21	18	Executive Director
22	11	Administrative Aide/Relocation
23	6	Executive Secretary A

PARKING ADMINISTRATION

26	13	Parking Administrator
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STREET DEPARTMENT

29	15	Street Commissioner
30	13	Assistant Street Commissioner
31	10	General Foreman

CITY UTILITIES (All Departments)

1		
2	19	Director, Personnel and Labor Relations
3	18	Director of Water Resources
4	18	Director of City Utilities Operations
5	18	Director of Transportation
6	17	Superintendent of Filtration Plant
7	17	Superintendent of WPC Treatment Plant
8	17	Director of Data Processing
9	17	Associate Director of Personnel & Labor
10		Relations
11	16	Superintendent of Maintenance
12	15	Director of Sreet Lighting Engineering
13	15	Chief Water Engineer
14	15	Chief WPC Engineer
15	15	Director of Technical Services
16	15	Supervisor of Customer Services
17	15	Purchasing Director
18	14	Superintendent of St. Lighting Warehouse
19	14	Supervisor of Water Maint. Construction
20	14	Supervisor of Water Maint. Service
21	14	Assistant Superintendent - WPC Maint.
22	14	Systems Analyst
23	14	Systems Programmer
24	14	Public Information Officer
25	13	Maintenance Foreman - Filtration Plant
26	13	Project Engineer
27	13	Supervisor of Maintenance - WPC Plant
28	13	Resident Engineer - WPC Plant
29	13	Project Leader Data Processing
30	13	Supervisor of General Accounting
31	13	Supervisor of Office Services
32	13	Supervisor of Payroll Services

CITY UTILITIES (Cont.)

1	13	EEO Director
2	13	Supervisor of Safety and Claims
3	13	Assistant Director of Purchasing
4	12	General Foreman - WPC Maint.
5	12	Superintendent of City Utilities Garage
6	12	Supervisor of Meter Reading
7	12	Personnel Officer
8	12	Employment Specialist
9	11	Assistant Supervisor - WPC Plant Maint.
10	11	Administrator - Sludge Disposal
11	11	Administrative Ass't. Customer Services
12	11	Supervisor of Data Operations
13	11	Veterans Services Officer
14	11	Supervisor - Indust. Waste Control
15	10	Administrative Ass't. - Water Eng.
16	10	Payroll Administrator
17	10	Safety Investigator
18	9	Administrative Ass't.
19	9	Office Manager - Personnel
20	6	Purchasing Administrative Assistant
21	6	Executive Secretary A
22	5	Purchasing Data Entry Clerk
23	5	Executive Secretary B
24	4	Executive Secretary C

SECTION 4. The base pay and other compensation for patrolmen in the Fort Wayne Police Department is hereby established as provided in the attached Exhibit 1, made a part hereof, as reached through the collective bargaining process. Police officers of the rank Sergeant through Captain inclusive are as established in attached Exhibit 2. At this time, and pursuant to the City's Collective Bargaining Ordinance, negotiations for

1 compensation are underway with respect to Firefighters represented by the
2 Fort Wayne Professional Firefighters Union, Local 124. Furthermore, the
3 following additions and modifications, developed through the Collective
4 Bargaining Process, are hereby approved and this modify the Basic Salary
5 Ordinance:

6
7 a. Patrolmen in the Police Department, hired after January 1981,
8 shall receive an annual base pay as follows:

9 (1) For the first year (365 days), the patrolmen's base pay
10 shall be eighty percent (80%) of the base pay of a first
11 class patrolman;

12
13 (2) For the second year (365 days), the patrolmen's base pay
14 shall be ninety percent (90%) of the base pay of a first
15 class patrolman;

16
17 (3) For the third year (365 days) the patrolmen's base pay
18 shall be ninety-five percent (95%) of the base pay of a
19 first class patrolman.

20
21 b. As an incentive to attract trained and qualified personnel, in
22 the future, an educational bonus shall be paid to personnel of
23 the Police Department as follows:

24 (1) All officers who were officers as of January 1, 1981 and
25 who have obtained a four year baccalaureate degree by
26 January 1, 1981, shall receive a bonus of nine hundred
27 dollars (\$900) per year added to their regular earnings.

28
29 (2) All officers who were officers as of January 1, 1981, and
30 who by January 1, 1981 had obtained a two year Associates
31 degree shall receive a bonus of four hundred and fifty
32 dollars (\$450) per year added to their regular earnings.

(3) All officers hired after January 1, 1981, shall receive no educational bonus whatsoever until three years of service with the department is completed, and then shall receive a bonus of nine hundred (\$900) per year, only upon obtaining a four year baccalaureate degree in law enforcement.

The maximum that any officer can receive under this section shall be the sum of nine hundred and 00/100 dollars (\$900) yearly bonus.

- c. Any off-duty officer who is required to attend, by subpoena and does so attend court for a criminal matter or a civil matter related to his or her law enforcement duties shall receive, for each hour that he or she is required to be in court and actually is in court, one and one-half times his or her normal hourly rate computed on his or her base annual rate only. In addition thereto, each off-duty officer who is required to attend, by subpoena, and does so attend court for a criminal or civil matter related to his or her law enforcement duties, shall receive one hour of straight time pay (computed on the annual base only) for each such court appearance.
- d. Each officer shall receive five hundred dollars (\$500) per year as a uniform allowance.
- e. Shift payments will be made to Police Officers as follows:
 - (1) Officers who were officers as of January 1, 1981, and who are assigned to "B" shift or any shift beginning between 12 noon and 3 p.m., shall have added to their regular earnings seven hundred dollars (\$700) for such pay period.

1 (2) Officers who were hired as of January 1, 1981, and were
2 assigned to "C" shift or any shift beginning between 9 p.m.
3 and 12 midnight, shall have added to their regular deter-
4 mined earnings one thousand four hundred dollars (\$1,400)
5 annually for such time as they regularly work such shift.

6
7 (3) Officers hired after January 1, 1981, shall not receive the
8 shift payments referred to above for the first three years
9 of their service. Except that new patrol officers, who
10 have served one year on the force in the department shall
11 be eligible for shift pay beginning January 1984.

12
13 e. Police Bonus and Incentive payments referred to in this section
14 or elsewhere are not to be construed in any manner as additions
15 to the base salary of any officer within the meaning of Burns
16 Indiana Statutes Annotated Section 48-6403. Only the actual
17 base rate established by Collective Bargaining agreement and
18 approved by the Common Council for the First Class Patrolmen
19 shall be included in that rate.

20
21 f. A one thousand dollar (\$1,000) bonus will be given to each
22 commissioned employee of the Fort Wayne Fire Department who has
23 25 (or more) years of service, unless it would be determined
24 that such bonus constitutes a part of the base rate of Fire-
25 fighter for Pension purposes.

26
27 h. Firefighters covered by Indiana Burns Statutes 37 and 77 who are
28 permanent, paid employees wherever assigned to duty outside the
29 Fire Department will receive a shift bonus of thirty-five cents
30 per hour (35¢) for all hours worked on shifts beginning between
31 12 noon and 12 midnight.
32

- i. Five hundred dollars (\$500) technical pay for the following Fire Classifications is also authorized:
 - (1) No more than twenty (20) divers
 - (2) Three (3) Signal Department Journeymen Electricians
 - (3) Two (2) Certified E.M.T. Instructors
- j. Employees covered by recognized bargaining unit representatives (Unions) will receive a salary established by the Collective Bargaining process as long as the salaries do not exceed the table of maximum salaries authorized in Section 2, above. Copies of agreements already reached for 1983 are attached to this ordinance, as Exhibits 1, 2, 3 and 4.

as amended
7-29-82

SECTION 5. Any compensation received by the City Attorney and Associate City Attorney's above that established by this salary ordinance as well as any compensation received by special counsel must be submitted and approved in the form of prior approvals to this Common Council before such charges are paid.

SECTION 6. From and after the first day of January 1983, all appointed officers, employees, deputies, assistants, departmental and institutional heads of the Civil City and City Utilities will be paid according to this, the above and following provisions of this ordinance, subject to budgetary limitations, collective bargaining agreements, future changes or amendments enacted by Common Council. Specific recommendations for salaried non-bargaining unit personnel are appended in this Ordinance as Exhibit 5.

SECTION 7. As an amendment to Special Ordinance S-178-81 and S-179-81, certain existing inequities have developed and are hereby being corrected effective upon passage of this ordinance by Council and approval by the Mayor. These adjustments to the above ordinance include:

- A. The following City of Fort Wayne Salaries be amended as follows:

NAME	TITLE	LG	FROM	TO
T. Heckman	Deputy Fire Chief	16	\$21,932	\$25,432
T. Loraine	Asst. Fire Chief	15	21,932	23,932
M. Eady	Asst. Fire Chief	15	21,932	23,932
Ron Brown	Asst. Fire Chief	15	21,932	23,932
C. Stilwell	Asst. Fire Chief	15	21,932	23,932
Roland Brown	Asst. Fire Chief	15	21,932	23,932
D. Racine	Asst. Police Chief	16	23,091	25,432
R. Hathaway	Deputy Chief	15	21,955	23,932
H. Sanders	Deputy Chief	15	21,955	23,932
E. Walter	Deputy Chief	15	21,955	23,932
S. Oberlin	Director of Communications	15	21,932	23,932
S. Brown	Director of EMS	15	22,976	23,932
K. Kruse	Asst. Director of EMS	13	20,799	21,796
S. Davis	Asst. Traffic Engineer	14	19,435	21,089
D. Overby	Signal Supt.	14	21,728	22,364
D. Straub	Director of Operations	9	14,915	15,415
P. Bennett	Supt. of Recreation	16	21,788	23,000
E. Wells	Supt. of Zoo	16	21,826	23,000
D. Noak	Supt. of Parks	16	21,788	23,000
T. Stephanoff	Park Business Manager	15	21,365	22,500
J. Haley	Deputy Controller	17	25,442	27,000
W. Stout	Traffic Engineer	15	24,908	26,179

B. The following Salaries in City Utilities are also amended:

A. Lamos	Director of Data Processing	16	27,040	28,600
M. Collins	Personnel Officer	14	16,100	17,812

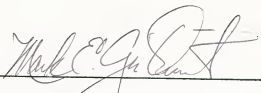
SECTION 8. That all Departments subject to this ordinance will conform to the Official City Personnel Policies and Procedures relating to hiring, pay, and other related practices, approved by the Mayor and administered by the City's Personnel Department.

1 SECTION 9. If any section, clause, sentence, paragraph or part or
2 provisions of this ordinance be found invalid or void by a Court of compe-
3 tent jurisdiction, it shall be conclusively presumed that this ordinance
4 would have passed by the Common Council without such invalid section,
5 clause, paragraph, part or provision, and the remaining parts of the
6 ordinance will remain in effect.

7
8 SECTION 10. Two copies of all attachments and Exhibits referred to in
9 this Ordinance shall be kept on file with the City Clerk of Fort Wayne for
10 the purpose of public inspection.

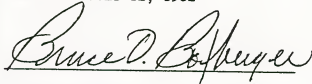
11
12 SECTION 11. This ordinance shall be in full force and effect from
13 and after its passage and approval by the Mayor.

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COUNCILMAN

APPROVED AS TO FORM AND

LEGAILITY JULY 12, 1982



Bruce O. Boxberger, City Attorney

Read the first time in full and on motion by Gen Zunta, seconded by Stier, and duly adopted, read the second time by title and referred to the Committee Planning, (and the City Plan Commission for recommendation) and Public Hearing to be held after due legal notice, at the Council Chambers, City-County Building, Fort Wayne, Indiana, on , 19 , at o'clock .M., E.S.T.

DATE: 7-13-82

Charles W. Westerman
CHARLES W. WESTERMAN - CITY CLERK

Read the third time in full and on motion by Gen Zunta, seconded by Stier, and duly adopted, placed on its passage. PASSED (~~LOST~~) by the following vote:

	AYES	NAYS	ABSTAINED	ABSENT	TO-WIT:
TOTAL VOTES	<u>5</u>	<u>3</u>	<u> </u>	<u>1</u>	<u> </u>
BRADBURY	<u>X</u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
BURNS	<u> </u>	<u>X</u>	<u> </u>	<u> </u>	<u> </u>
EISBART	<u>X</u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
GIAQUINTA	<u>X</u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
NUCKOLS	<u> </u>	<u> </u>	<u> </u>	<u>X</u>	<u> </u>
SCHMIDT	<u>X</u>	<u>X</u>	<u> </u>	<u> </u>	<u> </u>
SCHOMBURG	<u> </u>	<u>X</u>	<u> </u>	<u> </u>	<u> </u>
STIER	<u>X</u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
TALARICO	<u>X</u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>

DATE: 7-29-82

Charles W. Westerman
CHARLES W. WESTERMAN - CITY CLERK

Passed and adopted by the Common Council of the City of Fort Wayne, Indiana, as (ZONING MAP) (GENERAL) (ANNEXATION) (SPECIAL)

(APPROPRIATION) ORDINANCE (RESOLUTION) NO. S-128-82
on the 29th day of July, 1982

ATTEST:

(SEAL)

Charles W. Westerman
CHARLES W. WESTERMAN - CITY CLERK

Samuel F. Talarico
PRESIDING OFFICER

Presented by me to the Mayor of the City of Fort Wayne, Indiana, on the 30th day of July, 1982, at the hour of 11:30 o'clock A..M., E.S.T.

Charles W. Westerman
CHARLES W. WESTERMAN - CITY CLERK

Approved and signed by me this 2nd day of August, 1982, at the hour of 9 o'clock A..M., E.S.T.

Win Moses, Jr.
WIN MOSES, JR. - MAYOR

*Is Continue
next week 7-21
see mark*

BILL NO. S-82-07-20 *as Amended*

REPORT OF THE COMMITTEE ON FINANCE

WE, YOUR COMMITTEE ON Finance TO WHOM WAS REFERRED AN
ORDINANCE fixing the salaries of each and every appointed officer,
employee, deputy assistant, departmental and institutional head
of the Civil City and City Utilities of the City of Fort Wayne, Indiana
for the year 1983

HAVE HAD SAID ORDINANCE UNDER CONSIDERATION AND BEG LEAVE TO REPORT
BACK TO THE COMMON COUNCIL THAT SAID ORDINANCE DO PASS.

MARK E. GiaQUINTA - CHAIRMAN

PAUL M. BURNS - VICE CHAIRMAN

JAMES S. STIER

JOHN NUCKOLS

DONALD J. SCHMIDT

Mark E. GiaQuinta

James S. Stier
Samuel J. Talarico

Janet M. Bradbury
Boa A. A. A.

DATE 7-29-82 CONCURRED IN
CHARLES W. WESTERMAN, CITY CLERK

TABLE OF EXHIBITS:

1. Agreement between City of Fort Wayne and the Patrolmen's Benevolent Association.
2. Agreement between City of Fort Wayne and the Fraternal Order of Police.
3. Agreement between City of Fort Wayne and the International Brotherhood of Electrical Workers.
4. Agreement between City of Fort Wayne and the International Association of Machinists and Aerospace Workers.
5. Specific proposed salaries for salaried non-bargaining unit personnel in City of Fort Wayne and City Utilities for the year 1983.



THE CITY OF FORT WAYNE

personnel

AGREEMENT

Between

CITY OF FORT WAYNE, INDIANA

And

PATROLMEN'S BENEVOLENT ASSOCIATION, INC.

The wages for the year of 1983 shall reflect a 3% increase across the board on current salaries. For the year 1984, a 5% across the board increase, plus an increase in clothing allowance of \$175, making a total clothing allowance for the year 1984 of \$675.

In addition, those new patrol officers who have served one year on the force in the department shall be eligible for shift pay, beginning January of 1984.

All other economic factors currently in existence shall remain the same. All of the above is subject to Council approval.

POSITION	1982	PROPOSED INCREASE	1983	PROPOSED INCREASE	1984
Patrolman	\$17,758.00	\$532.74	\$18,290.74	\$914.54	\$19,205.28

FOR THE PATROLMEN'S BENEVOLENT
ASSOCIATION, INC.:

David J. Becher
David J. Becher, President

Jon W. Jones
Jon W. Jones, Bargaining Committee

Ronald J. Burkart
Ronald J. Burkart, Bargaining
Committee

Talmadge N. Moore Jr.
Talmadge N. Moore, Jr., Bargaining
Committee

Paul R. Smith
Paul R. Smith, Bargaining Committee

FOR THE CITY OF FORT WAYNE, INDIANA:

Win C. Moses, Jr.
Win C. Moses, Jr., Mayor

Nick Palermo
Nick Palermo, Chairman
Board of Public Safety

James M. Huntine
James M. Huntine, Director
Personnel/Labor Relations

Matthew W. Collins
Matthew W. Collins, Personnel
Officer, Labor Relations/
Compensation

Dated: July 8, 1982



The City of Fort Wayne

AGREEMENT

between

CITY OF FORT WAYNE, INDIANA

and

THE FRATERNAL ORDER OF POLICE
INDIANA WAYNE LODGE #14, INC.

The wages for the members of the Fraternal Order of Police, Indiana Wayne Lodge #14, Inc., shall reflect a 3% increase for the year 1983 across the board on current salaries, with the exception that the rank spread of 4.29% from First Sergeant to Lieutenant shall be changed to 5%, effective for the year 1983.

For the year 1984, a 5% increase across the board for each existing rank shall be in effect plus for the year 1984, an increase in clothing allowance of \$175, making a total clothing allowance for the year 1984 of \$675, subject to Council approval, as follows:

POSITION	1982	PROPOSED INCREASE	1983	PROPOSED INCREASE	1984
Sergeant	\$19,533.80	\$586.01	\$20,119.81	\$1,005.99	\$21,125.80
First Sergeant	19,924.48	597.73	20,522.21	1,026.11	21,548.32
Lieutenant	20,779.24	769.08	21,548.32	1,077.42	22,625.74
Captain	21,818.19	807.55	22,625.74	1,131.29	23,757.03

AGREEMENT
BETWEEN

THE CITY OF FORT WAYNE, INDIANA
and

THE FRATERNAL ORDER OF POLICE
INDIANA WAYNE LODGE #14, INC.

Page 2


All other economic factors currently in existence shall be maintained.

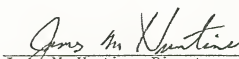
FOR THE FRATERNAL ORDER OF
POLICE, INDIANA WAYNE LODGE
#14, INC.:

FOR THE CITY OF FORT WAYNE:

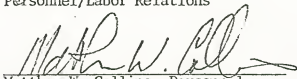

Jeron Biddle, First Vice President



Win C. Moses, Jr., Mayor

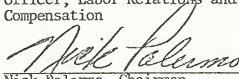

Donald D. Stedje
Bargaining Committee


James M. Huntine, Director
Personnel/Labor Relations


Homer G. Gatchell
Bargaining Committee


Matthew W. Collins, Personnel
Officer, Labor Relations and
Compensation


Orville Roberts
Bargaining Committee


Nick Palermo, Chairman
Board of Safety

Dated: May 27, 1982



THE CITY OF FORT WAYNE

personnel

AGREEMENT

Between

CITY OF FORT WAYNE, INDIANA

and

INTERNATIONAL BROTHERHOOD

OF ELECTRICAL WORKERS, LOCAL #723

The wages for regular employees in the Parks and Recreation Department shall reflect a twenty-one cent (21¢) per hour, across the board increase on current hourly rates for the year 1983.

For the year 1984, a five percent (5%) across the board increase on the then existing rates shall be granted.

In addition, the Park Department will pay for a one-time-only issue of a medical information card for each employee. The Union accepts responsibility for the processing of these cards, and this will be implemented starting in January, 1983.

The Park Department also commits itself to no layoffs of Full-time Bargaining Unit members for the year 1983, unless disasters occur which necessitate unusual expenditures or cause a reduction in revenue, at which time Management will negotiate with the Union to avoid at all costs, the layoff of regular employees.

The same commitment would apply for 1984, with the exception that if revenues do not allow for:

- a. Negotiated Increases - We will negotiate with the Union, the Increases vs. Layoffs.
- b. Revenues exceed Increases - We will renegotiate percentage of Increase.

Seasonal employees shall be granted July 4th as a paid holiday for the years 1983 and 1984, as part of this Agreement.

AGREEMENT

Between

CITY OF FORT WAYNE, INDIANA

and

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL #723

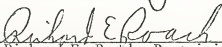
Page 2

FOR THE I.B.E.W., LOCAL #723:


Gay Schmidt, Business Manager


Joseph T. Weigel, Bargaining Committee



Ralph Royl, Bargaining Committee

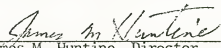

Richard E. Roach, Bargaining Committee

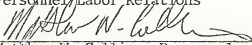

Tom Baney, Bargaining Committee

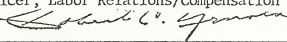

Richard G. Scoles, Bargaining Committee

FOR THE CITY OF FORT WAYNE, INDIANA:


Win C. Moses, Jr., Mayor


James M. Huntine, Director
Personnel/Labor Relations


Matthew W. Collins, Personnel
Officer, Labor Relations/Compensation


Robert C. Arnold, Director
Parks and Recreation


Dennis J. Noak, Superintendent
of Recreation

Dated: July 2, 1982



THE CITY OF FORT WAYNE
personnel

AGREEMENT

Between

CITY OF FORT WAYNE, INDIANA

And

THE INTERNATIONAL ASSOCIATION OF

MACHINISTS AND AEROSPACE WORKERS, #2569

ADDENDUM B

WAGE/SALARY AGREEMENT

1982 - 1985

ADDENDUM B
WAGE/SALARY AGREEMENT

Section 1. All covered employees will be brought into conformity with the attached scale (Table A - 1982) in the following manner:

- A. Persons whose current salary/wage falls below the minimum will be brought up to the start rate.
- B. All persons whose current salary already exceeds the minimum will be raised to the next step, except that no raise will be less than two and one-half (2.5) percent.
- C. In no event will any salary/wage exceed the maximum for that labor grade.

Section 2. This increase will be effective with the first pay of 1982 if this agreement is ratified not later than January 15, 1982.

Section 3.. Between January 1, 1982 and June 30, 1982, all I.A.M. & A.W. represented positions will be re-evaluated by a panel including two (2) Union representatives in order to correct inequities. Modifications resulting from this re-evaluation will be proposed jointly to City Council with the 1983 City salary ordinance. Adjustments

based upon these equality modifications in the approved 1983 salary ordinance will be included in the 1983 general increase.

Section 4. All employees will be advanced one step automatically on each January 1 for the life of this contract.

Section 5. Beginning January 1, 1983 and continuing through January 1, 1985 the lowest step (Start) will be eliminated and the next highest step will become the starting rate. This will serve to create a three (3) step range for all labor grades by 1986.

Section 6. The only modification to this agreement in the life of this agreement, other than those specified above, will occur if the average general increase for any other bargaining unit should exceed the average general increase for this bargaining unit. In that event, the I.A.M. Table A scales will be increased to correspond to the average difference between the programmed increase for the I.A.M. members and the other bargaining unit.

TABLE A - 1982

Labor

Grade	Start	Step 1	Step 2	Step 3	Step 4	Maximum
1	3.61	3.85	4.09	4.32	4.56	4.80
2	4.06	4.33	4.60	4.86	5.13	5.40
3	4.51	4.81	5.11	5.40	5.70	6.00
4	4.96	5.29	5.62	5.95	6.28	6.61
5	5.41	5.77	6.13	6.49	6.85	7.21
6	5.86	6.25	6.64	7.03	7.42	7.81
7	6.31	6.73	7.15	7.57	7.99	8.41
8	6.76	7.21	7.66	8.11	8.56	9.01
9	7.22	7.70	8.18	8.65	9.13	9.61
10	7.67	8.17	8.69	9.19	9.70	10.21
11	8.12	8.66	9.20	9.73	10.27	10.81
12	8.57	9.14	9.71	10.27	10.84	11.41
13	9.02	9.62	10.21	10.81	11.40	12.00
14	9.47	10.10	10.73	11.35	11.98	12.61
15	9.92	10.58	11.24	11.89	12.55	13.21



THE CITY OF FORT WAYNE
personnel

PROPOSED SALARIES

For

NON-BARGAINING UNIT PERSONNEL

CIVIL CITY

And

CITY UTILITIES

Information regarding proposed salaries for non-bargaining unit
personnel to be submitted July 13, 1982.

EXHIBIT 5 1983 SALARY ORDINANCE

1983 L.G.	TITLE	NAME	1982 BASE	3%	ADJUSTMENT
<u>Mayor's Office</u>					
17	Administrative Asst.	M. Angel	20,019	20,621	
17	Administrative Asst.	D. Keister	24,000	24,720	
8	Executive Secretary	R. Andrews	13,478	13,883	
7	Receptionist	A. Oates	11,060	11,392	
<u>Controller's Office</u>					
19	Controller	F. Heyman	31,998	32,959	
17	Deputy Controller	J. Haley	27,000	27,720	27,810
14	Internal Auditor	S. Archer	21,122	21,755	
14	Admin. Federal Funds	L. Stolte	23,273	23,970	
8	Executive Secretary	K. Emerson	14,040	14,461	
<u>Economic Development</u>					
17	Director - Econ. Devel.	K. Bandemer	27,040	27,852	
15	Assistant Director	K. Moses	21,537	22,183	
14	Finance Specialist	D. Schuster	19,498	20,082	
14	Finance Specialist	K. Howell	17,725	18,257	
13	Business Planning Spec.	C. Baughman	18,437	18,990	
5	Executive Secretary B	H. Kessler	10,450	10,763	11,250
<u>Metro Human Relations Comm.</u>					
17	Executive Director - MHRC	D. McKinley	24,363	25,094	
13	Deputy Dir. - Admin.	S. Haycox	18,314	18,863	
13	Deputy Dir. - Invest.	L. Campodonico	18,314	18,863	
13	Staff Attorney	C. Chudzik	19,092	19,665	
12	Chief Investigator	D. Bailey	16,955	17,464	
5	Executive Secretary B	M. Runkle	12,186	12,551	
<u>City Clerk</u>					
10	Chief Deputy	N. Eshcoff	14,198	14,624	15,200
6	Personnel Supervisor	G. Barile	12,868	12,868	
5	Records Supervisor	G. Bloom	10,500	10,500	
5	Violation's Citz. Advocate	Temporary		9,200	
5	Executive Sec'y/Bookkeeper	M. Walda	10,920	11,248	13,200
<u>Board of Public Works</u>					
19	Chairman	S. Bailey	31,998	32,959	
18	Member of Board	B. Collins	25,409	25,409	26,170
18	Member of Board	R. Staten	25,409	26,170	
12	Clerk to Board	S. Kennedy	18,531	19,086	

1983 L.G.	TITLE	NAME	1982 BASE	3%	ADJUSTMENT
<u>Board of Public Works cont.</u>					
6	Executive Secretary A	S. Helmsing	11,014	11,344	12,115
<u>Public Affairs</u>					
16	Citizen's Advocate	K. Mettler	19,032	19,602	
12	Dir. - Citizen's Participation	S. Messman	18,197	18,742	
8	Asst. Citizen's Advocate	S. Zion	12,718	13,100	
<u>Community Development & Plan.</u>					
18	Director - CD & P	A. Farkas	28,988	29,856	
17	Director of Planning	N. Abbott	27,023	27,833	
16	Senior Planner	G. Baeten	21,619	22,268	
16	Senior Planner	D. Baker	21,723	22,375	
16	Senior Planner	K. McCrory	21,619	22,268	
8	Office Manager	G. Campbell	13,035	13,426	14,062
<u>Street Engineering</u>					
15	Street Engineering	D. Anderson	26,179	26,264	26,964
<u>Board of Safety</u>					
6	Executive Secretary A	B. Guebard	13,877	14,293	
<u>Police Civilians</u>					
16	Legal Advisor	M. Sherr	24,542	25,278	
13	Chemist	M. Kimble	18,928	19,496	
12	Records Supervisor	R. Schieferstein	17,566	18,093	
12	Supt. Police Garage	C. Murfield	16,065	16,547	17,671
9	Records Bureau Tech.	R. Rodriguez	13,472	13,876	14,819
9	Records Bureau Tech.	G. Lazoff	13,472	13,876	14,819
9	Records Bureau Tech.	P. Kennedy	13,472	13,876	14,819
9	Records Bureau Tech.	B. Hill	13,472	13,876	14,819
9	Records Bureau Tech.	K. Zarich	13,472	13,876	14,819
9	Records Bureau Tech.	C. Trevino	13,472	13,876	14,819
9	Darkroom Technician	L. Clark	13,472	13,876	14,819
5	Executive Secretary B	C. Smith	13,334	13,734	
<u>Police Command</u>					
17	Chief of Police	D. Rieman	26,499	27,294	29,856
16	Assistant Chief	D. Racine	25,432	26,194	
15	Deputy Chief	E. Walter	23,932	24,650	

1983 L.G.	TITLE	NAME	1982 BASE	3%	ADJUSTMENT
<u>Police Command cont.</u>					
15	Deputy Chief	H. Sanders	23,932	24,650	
15	Deputy Chief	R. Hathaway	23,932	24,650	
<u>Fire Department</u>					
17	Fire Chief	T. Myers	26,499	27,294	29,856
16	Deputy Chief	T. Heckman	25,432	26,194	
15	Assistant Chief	T. Loraine	23,932	24,650	
15	Assistant Chief	M. Eady	23,932	24,650	
15	Assistant Chief	Ron Brown	23,932	24,650	
15	Assistant Chief	Rol. Brown	23,932	24,650	
15	Assistant Chief	C. Stillwell	*23,932	24,650	
6	Executive Secretary A	B. Steele	13,332	13,732	
<u>Civil Defense</u>					
13	Director - Civil Defense	T. Rody, Jr.	19,095	19,588 19,588	19,668
<u>Weights & Measures</u>					
11	Inspector	J. Pitzen	19,406	19,988	
4	Receptionist/Secretary C	L. White	10,924	11,252	
<u>Communications</u>					
15	Director	S. Oberlin	23,932	24,650	
12	Technician I	D. Boll	19,082	19,655	
12	Technician I	S. Smith	19,082	19,655	
10	Technician II	G. Weichselfelder	18,487	19,042	
<u>Traffic Engineering</u>					
			26,179	26,964	
15	Traffic Engineer	W. Stout	22,908 22,908	23,838 23,838	
13	Assistant Traffic Engineer	S. Davis	*21,089	21,722	
<u>Law Department</u>					
7	Legal Secretary	S. Jordan	13,125	13,519	
<u>Animal Control</u>					
14	Executive Director	C. Robinson	18,328	18,878	
10	Spec. Humane Officer	D. Straub	*15,415	15,877	

1983 L.G.	TITLE	NAME	1982 BASE	3%	ADJUSTMENT
<u>Emergency Medical Services</u>					
15	Director	S. Brown	23,932	24,650	
13	Assistant Director	E. Patterson	19,965	20,564	
13	Assistant Director	K. Kruse	*21,796	22,450	
<u>Board of Aviation</u>					
18	Director - Airports	R. Hoverman	30,844	31,769	
14	Assist. Airport Dir. Opera.	A. Schertz	20,323	20,932	
14	Asst. Airport Dir. Admin.	D. Horn	20,323	20,932	
14	Asst. Airport Dir. Fire/Pol.	W. Betson	20,323	20,932	
12	Lead Electrician	G. Drew	17,391	17,913	
12	Field Maintenance Supt.	F. Weddle	17,362	17,883	18,230*
12	Capt. Fire/Police	R. Roberts	17,925	18,463	
12	Capt. Fire/Police	E. Strasberg	17,925	18,463	
11	Water Plant Supervisor	L. Keidel	17,560	18,087	
11	Building Maint. Supt.	E. Gleason	16,385	16,876	
11	Lead Mechanic	J. Staton	16,385	16,876	17,204*
10	Lieutenant - Fire/Police	R. Bobay	17,121	17,635	
10	Lieutenant - Fire/Police	J. Dirver	17,121	17,635	
10	Field Supervisor	P. Myers	14,516	14,951	
9	Fire/Police Officer	J. Norris	16,378	16,378	16,870
9	Fire/Police Officer	R. Mattax	16,378	16,378	16,870
9	Fire/Police Officer	D. Scott	16,378	16,378	16,870
9	Fire/Police Officer	J. Wiland	16,378	16,378	16,870
9	Fire/Police Officer	K. Buckmaster	16,378	16,378	16,870
9	Fire/Police Officer	B. Cook	16,378	16,378	16,870
9	Lead Carpenter	D. Reichert	14,512	14,947	15,237*
8	Equipment Operator A	T. Callow	13,374	13,775	14,062
8	Equipment Operator A	A. Gonzalez	12,754	13,136	14,029
7	Building Supervisor	M. Ort	12,754	13,136	
7	Executive Secretary	N. Butler	11,835	12,190	
7	Water Plant Operator	J. Robbins	11,835	12,190	
7	Water Plant Operator	R. Davis	9,703	9,994	
7	Mechanic	NONE			
7	Electrician	M. Stowe	12,754	13,136	
6	Carpenter	K. Samuel	9,703	9,994	10,188*
6	Accounting Clerk	NONE			
6	Administrative Assistant	NONE			
6	Secretary A	J. Moran	11,060	11,392	
6	Equipment Operator B	R. Fate	10,037	10,338	11,041
5	Secretary B	NONE			
4	Maintenance Person	T. Ambriole	10,037	10,338	
4	Maintenance Person	L. White	9,703	9,994	
4	Terminal Police Officer	H. Littlefield	11,236	11,573	
4	Terminal Police Officer	J. Murphy	11,236	11,573	
4	Terminal Police Officer	W. Nancarrow	11,236	11,573	
4	Custodian A	D. Bay	12,117	12,481	
4	Custodian A	P. Green	11,146	11,480	
4	Custodian A	M. Miles	10,711	11,033	

1983

L.G.	TITLE	NAME	1982 BASE	3%	ADJUSTMENT
<u>Board of Aviation</u>					
4	Custodian A	O. Douglas	10,313	10,622	
3	Custodian B	S. Dannenfesler	9,066	9,066	9,338
3	Custodian B	C. Eley	9,070	9,342	
3	Custodian B	N. Lawrence	9,070	9,342	
3	Custodian B	J. Taylor	9,070	9,342	
3	Custodian B	G. Wayer	9,066	9,338	
<u>Park Department</u>					
18	Dir. Parks & Recreation	R. Arnold	28,127	28,971	
17	Supt. Parks	D. Noak	23,000	23,690	25,156
17	Supt. Recreation	P. Bennett	23,000	23,690	25,156
17	Supt. Zoo - Veldt	E. Wells	23,000	23,690	25,156
15	Business Manager	T. Stephanoff	22,500	23,175	24,063
14	Super. - Areas Maint.	M. Cayot	19,074	19,646	20,902
13	Arborist	R. Mudrack	19,074	19,646	20,426
13	Engineer - Planner	J. Byanski	19,074	19,646	20,426
13	Super. Sr. Cit. Ctr.	C. Brangrover	19,074	19,646	20,426
13	Admin. Asst. - Planner	A. Derheimer	19,074	19,646	20,426
13	Sports Facilities Mgr.	P. Ehresman	19,074	19,646	20,426
13	Super. Bldgs. Equip.	J. McClue	19,074	19,646	20,426
12	Super. Special Services	B. Reul	19,074	19,646	19,951
12	Asst. Arborist	J. Bauerle	18,460	19,014	19,768
12	Asst. Super. Areas Maint.	L. Reuille	18,460	19,014	19,768
12	Asst. Super. Areas Maint.	T. Piatt	18,460	19,014	19,768
12	Landscape Architect	B. Moe	18,460	19,014	19,768
12	Coord. - Neighborhood Serv.	T. Harmon	19,074	19,646	19,768
12	Theatre Manager	R. Behr	18,460	19,014	19,768
11	Sports Program Manager	C. Hamilton	18,460	19,014	19,768
11	Coord. Special Activities	B. Kelly	14,919	15,366	16,348
11	Supervisor - Greenskeeper	J. Coleman	16,598	17,095	17,774
11	Supervisor - Greenskeeper	T. Thompson	16,598	17,095	17,774
10	Coord. - Public Information	M. Leonard	13,900	14,317	15,232
10	Recreation Ctr. Manager	S. Hicks	13,823	14,237	14,801
10	Recreation Ctr. Manager	S. Chambers	13,823	14,237	14,801
9	Office Manager	E. Jennings	16,598	17,095	
9	Prog. Coord. Sr. Ct. Ctr.	Y. Stewart	16,598	17,095	
8	Asst. Super. Spec. Services	E. Bentley	16,598	17,095	
<u>Redevelopment</u>					
18	Executive Director	G. Wasson	29,639	30,528	
11	Admin. Adie/Relocation	J. Zickgraf	19,953	20,552	
6	Executive Secretary A	J. Woodward	12,357	12,727	

1983 L.G.	TITLE	NAME	1982 BASE	3%	ADJUSTMENT
<u>Street Department</u>					
15	Street Commissioner	G. Underwood	25,478	26,242	
13	Asst. Street Commissioner	J. Bloom	19,654	20,244	
10	General Foreman	T. Linn, Sr.	16,514	17,009	
<u>City Utilities</u>					
19	Dir. Pers./Labor Relations	J. Huntine, Sr.	31,998	32,959	
18	Dir. Water Resources	P. Boller	28,806	29,670	
18	Dir. City Utilities Opera.	A. Zirkle	28,806	29,670	
18	Dir. Transportation	C. O'Neal	28,806	29,670	
17	Supt. Filtration Plant	C. Patrick	28,750	29,613	
17	Supt. WPC Plant	N. Wisler	28,115	28,958	
17	Dir. Data Processing	A. Lamos	28,600	29,458	
17	Assoc. Dir. Pers. Lab. Rela.	C. Reed	24,702	25,443	
16	Supt. of Maintenance	J. Moran	28,184	29,030	
15	Dir. Str. Light Engineering	D. Hiatt	21,663	22,313	
15	Chief Water Engineer	T. Atherton	25,482	26,246	
15	Chief WPC Engineer	C. Embury	25,890	26,667	
15	Dir. Technical Services	D. Bodeker	25,946	26,724	
15	Dir. Customer Services	D. Colestock	19,685	20,276	20,625
15	Dir. of Purchasing	A. Gluck	25,309	26,068	
14	Supt. of St. Lt Warehouse	K. Haffner	24,438	25,171	
14	Supt. Water Maint. Const.	J. Breedlove	22,976	23,665	
14	Supt. Water Maint. Service	M. Wynn	21,426	22,069	
14	Asst. Supt. - WPC Maint.	R. Hohenstein	20,946	21,574	
14	Systems Analyst	J. Shubert	25,166	25,921	
14	Systems Analyst	D. Thompson	24,958	25,707	
14	Systems Programmer	D. Braun	25,000	25,750	
14	Public Information Officer	C. Kunberger	19,030	19,601	19,687
14	Public Information Officer	D. Perlini	24,000	24,720	
13	Maintenance Foreman Filtra.	J. Lazoff	22,976	23,665	
14	Resident Engineer - WPC	J. Line	17,903	18,440	
14	Super. Maintenance WPC	B. Warner	22,056	22,718	
14	Project Engineer	W. Shiningier	21,424	22,067	
14	Project Engineer	T. Pallone	22,593	23,271	
13	Project Leader - Data	L. Cline	20,280	20,883	
13	Super. General Accounting	T. Hohman	21,830	22,485	
13	Super. Office Services	M. Donlan	17,499*	18,024	
13	Super. Payroll	V. Chandler	22,464	23,138	
13	EEO Director	M. Ganaway	19,567	20,154	
13	Super Safety & Claims	M. Neddeff	21,936	22,594	
13	Asst. Director of Purchasing	C. Offerle	18,628	19,187	
12	General Foreman WPC	P. Storey	16,236	16,723	17,812

1983 L.G.	TITLE	NAME	1982 BASE	3% ADJUSTMENT
<u>City Utilities cont.</u>				
12	Supt. City Utilities Garage	T. Pitzen	18,618	19,177
12	Super. Meter Reading	A. Boyle	18,314	18,863
12	Personnel Officer	M. Collins	17,812	18,346
12	Employment Specialist	R. Ruderman	20,238	20,845
11	Asst. Super. WPC Plant	H. Holcomb	16,715	17,216
11	Admin. Sludge Disposal	W. Biddle	16,929	17,437
11	Administrative Assistant	S. Whitacre	16,994	17,504
11	Administrative Assistant	J. Sims	15,080	15,532
11	Supervisor Data Operations	W. Schirmeyer	18,458	19,012
11	Super. Industrial Waste Cont.	S. Becker	22,033	22,694
11	Veteran's Services Officer	A. Bragalone	17,114	17,627
10	Payroll Administrator	S. Freewalt	16,841	17,346
10	Payroll Administrator	D. Boneff	16,841	17,346
10	Safety Investigator	J. Hogan	16,066	16,548
9	Administrative Assistant	H. Gochenour	16,284	16,773
9	Administrative Assistant	J. O'Boyle	15,079*	15,531
6	Purchasing Admin. Assistant			
6	Executive Secretary A	L. Robinson	11,230	11,567
6	Executive Secretary A	A. Shane	12,116	12,479
6	Executive Secretary A	D. Densel	12,249	12,616
5	Purchasing Data Clerk			
5	Executive Secretary B	N. Manganiello	11,230	11,567
5	Executive Secretary B	K. Keller	11,230	11,567

~~XXXXXX~~ 16,588

12,187



THE CITY OF FORT WAYNE

personnel

July 13, 1982

Fort Wayne Common Council
Fort Wayne, Indiana

Dear Honorable Council Members:

Attached is a detailed explanation of salary increases included in Special Ordinance No. S-8207-20 submitted today.

It is with great reluctance that the City Administration recommends these adjustments. We, as you, are painfully aware of the economic pressures that continue to force layoffs and cutbacks in both private and public sectors. We are attempting to hold the line against rising costs and gain greater effectiveness wherever possible. Therefore, we scrutinized requests for more than 40 equity adjustments and reduced this number to 23. No performance-merit increases were even considered, only equity adjustments for non-bargaining unit employees.

After careful review, it was felt that consistency, fairness and justice were overriding considerations. To fail to forward these recommendations would be a serious breach of responsible management.

As you will note in the written justifications attached, 14 of the recommendations are non-union management positions in Public Safety departments. The bulk of these being in Police and Fire commands. Negotiated settlements with the F.O.P. and the F.F.A. have created a situation where, due to rank-spread adjustments and other contract benefits, some lower ranking command officers actually earn more than the higher ranking non-union officers. The recommendations in the ordinance will maintain a proper separation and bring consistency to top command position compensation.

It also should be noted that No increases recommended in this ordinance exceed the table of maximum salaries set last July in Special Ordinance S-178-81.

Fort Wayne Common Council
July 13, 1982
Page 2

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The total cost of the increases recommended will be \$25,420 for the remainder of the fiscal year.

We hope that you will agree with the detailed justifications attached, and we stand ready to provide additional explanations and relevant data.

Sincerely,

A handwritten signature in cursive script, reading "James M. Huntine, Jr.", written in dark ink.

James M. Huntine, Director
Personnel/Labor Relations

JMH:jdo

Attachment

SUMMARY INFORMATION

Public Safety Departments

Special Ordinance # 8207-20 includes twelve (12) proposed increases from the public safety departments. Eleven of these will be summarized herein, with the Assistant Director of EMS explained separately due to special circumstances.

As explained in Mr. Huntine's letter to you, union negotiated increases have compressed the salaries at the upper levels of the Police and Fire Departments. From the outline below please note that the bargaining-unit position salaries have become alarmingly close to or in some instances have exceeded, those of the non-bargaining-unit command positions:

POLICE DEPARTMENT

Bargaining-Unit			Non-Bargaining-Unit		
1 Captain	@	\$23,214	1 Chief	@	\$26,499
1 Captain	@	\$22,515	1 Asst. Chief	@	\$23,091
2 Captains	@	\$21,815	3 Deputy Chiefs	@	\$21,955
Lieutenants Range = \$20,788 to 22,177					

FIRE DEPARTMENT

Bargaining-Unit			Non-Bargaining-Unit		
3 District Chiefs	@	\$22,181	1 Chief	@	\$26,499
6 District Chiefs	@	\$21,181	6 Asst. Chiefs	@	\$21,932
1 Platoon Captain	@	\$21,373			
22 Platoon Captains	@	\$20,373			

Please note that the proposed increases actually have two purposes. First, as can be seen from the documentation provided, they will ensure a much more reasonable rank spread within each department. Secondly, the increases will bring inter-departmental equity to the salaries of comparably responsible positions in Police, Fire, EMS, and Communications. The second objective hopefully will be obtained by adjusting salaries such that the Fire Assistant Chiefs, Police Deputy Chiefs, and Directors of EMS and Communications are all compensated at the same level (\$23,932). The Fire Department has also

requested a promotion for Mr. T. Heckman from Assistant Chief to Deputy Chief, setting this salary equal to that of the Assistant Police Chief (\$25,432). This would complete the inter-departmental equity adjustments for the safety departments.

EMERGENCY MEDICAL SERVICES

An additional request from the EMS concerns Mr. K. Kruse, Asst. Dir. He was hired September 14, 1981 with a Salary of \$20,000 per year. At the time of hire it was understood that after a six month probationary period, if performance was satisfactory, an increased salary would be recommended. That increase was to be an additional \$970 annually. With proven satisfactory performance to date, the department head is now requesting that increase be granted with this ordinance.

SUMMARY INFORMATION

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Two proposed adjustments are from the Traffic Engineering Department. One request deals with a situation where a unionized employee, under supervision from a non-bargaining-unit employee, receives more pay than his supervisor. The other adjustment is to relieve a compression of salaries between union foreman and their non-bargaining-unit supervisor. Please note the following:

<u>Bargaining Unit Members</u>	<u>Non-Bargaining-Unit Employees</u>
D.L. Bruce, Project Eng. \$19,773	S.W. Davis, Asst. Traf. Eng. \$19,435
L.D. Brewer, Signal Foreman 21,181	D.L. Overby, Sig. Supt. 21,728
J.L. Smith, Signal Foreman 21,181	

After a review of the above, you will see that the requested increase for Mr. Davis is to bring his salary above that of the Project Engineer, D.L. Bruce, whom he supervises. The increase for Mr. Overby is to relieve the situation where the foremen he supervises are paid only \$547 per year less than himself.

ANIMAL CONTROL

The Humane Shelter has requested an increase for their Special Humane Officer/Director of Operations, Donna Straub. Ms. Straub is the immediate supervisor over the Humane Shelter employees, reporting to the Executive Director. The following items will show that she is currently paid less than three of the employees she supervises, and that several others are extremely close in terms of salary:

D. Straub, N.U. L.G. 9, Dir. of Operations	\$14,915
N.E. Butler, IAM, L.G. 8, Animal Control Ofc	14,115
R.C. Shoemaker/L.W. Wray, IAM L.G. 8, Humane Ofc	15,054
M.J. Burkhardt, IAM L.G. 8, Humane Officer	14,115
R.A. Cochran, IAM L.G. 8, Humane Officer	14,115
J.H. McBride, IAM L.G. 8, Humane Officer	14,115
S. Aldrich, IAM. L.G. 9, Complaint Officer	15,075
J. Schohl, N.U. L.G. 8, Animal Technician	12,751
S. Armstrong, IAM L.G. 7, Utility Person/Bookkeeper	13,175

We feel that the figures above substantiate the need for Ms. Straub's increase.

CONTROLLER'S OFFICE

The Controller's Office has submitted a request for its Deputy Controller, Mr. J. Haley. His functions are such that the day-to-day activities of the office are under his immediate supervision, being second in authority only to the Controller. The rationales for this increase include that similarly responsible positions within the City, namely labor grade 17's, are compensated with substantially higher pay. Mr. Haley's present salary, \$25,442, is well below the average for this labor grade, that being \$26,245 with a standard deviation of nearly \$2,500. In light of the fact that Mr. Haley has 17 years of experience in his field with the City, we feel comfortable in requesting that he be brought to a salary which is only slightly above the mean for his labor grade. Additionally, as attached materials will illustrate, an external check on salaries for comparable positions reveal that Mr. Haley is substantially lower in pay than those outside managers.

PARK DEPARTMENT

The Park Department has submitted requests for four (4) of its management positions. Specifically, the requests are as follows:

NAME	POSITION	LABOR GRADE	CURRENT SALARY	PROPOSED SALARY	Y.O.S.
Noak, D.	Supt. of Parks	16	\$21,788	\$23,000	14½
Wells, E.	Supt. of Zoo/ Veldt	16	21,826	23,000	18
Bennett, P.	Supt. of Recreation	16	21,788	23,000	13
Stephanoff, T.	Business Mngr.	15	21,346	22,500	7½

Combining the fact that these individuals possess quite lengthy service records for the City, with the fact that the average salary for labor grade 16 is \$22,900, the Park Department feels comfortable in asking to bring their top managers to this mean salary. The responsibilities of each of the above are quite comparable to any position in the City within the respective labor grades. Please note that the Park Board has budgeted the funds for these increases, without effect on existing programs.

SUMMARY INFORMATION
CITY UTILITIES

The two increases recommended for the Director of Data Processing and the Personnel Officer reflect pre-employment agreements entered upon prior to December, 1982, in which the individuals were offered positions at rates of pay below the level authorized because Management wanted proven experience before full pay was authorized.

While not technically a performance-merit increase, each was to be based upon satisfactory completion of specified work experience.

In the case of Anita Lamos, Director of Data Processing, the MIS Committee has requested an increase based upon completion of duties assigned by that group at the time of her hire. Her letter of agreement is attached.

In the case of Matthew Collins, Personnel Officer, an offer was extended on the basis of education and limited experience as a 2 1/2 month summer intern. He lacked full experience required in the original job specification and was hired below the minimum for a labor grade 14, with the agreement that he would be reevaluated at mid-year, and brought up to the minimum if he was meeting expectations. In the meantime, his position was reevaluated and will be presented in the 1983 Salary Ordinance as a labor grade 12. So in keeping with the spirit of the pre-employment agreement, the Personnel Director has recommended an increase to the minimum for a labor grade 12.



The City of Fort Wayne

Office of the Mayor

July 29, 1982

Gentlemen and Mrs. Bradbury:

Through an oversight in the salary review process, one manager was not recommended for an equity adjustment as we had intended. I am therefore requesting that you amend the 1983 salary ordinance to correct this matter for the position of Traffic Engineer.

The proper salary designation for 1982 should be \$26,179. This change should be made on page 16 of S-82-07-20. Then the proper salary for 1983 should be \$26,964. This should be changed on page three of exhibit five of the backup materials provided for the salary ordinance.

Your attention to this matter is appreciated.

Sincerely,

Win Moses, Jr.
Mayor

WM/ra



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Any compensation received by ^{the} City Atty and
~~and~~ and Assoc. attorney above that
 est. by the salary ordinance as well
 as any compensation received by
 special counsel must be submitted ^{and} approved.
 in the ^{form} of prior approvals to
 this Council before such ^{remuneration} ~~compensation~~ ^{fees} are
 paid.

Amendment -
 by B. Eitah
 7-29-82.

5225

52

52

219

57

61

581

1561



THE CITY OF FORT WAYNE

personnel

July 13, 1982

Fort Wayne Common Council
Fort Wayne, Indiana

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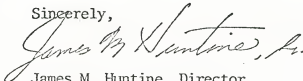
Fort Wayne Common Council
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EXHIBIT 5 1983 SALARY ORDINANCE

as amended

1983 L.G.	TITLE	NAME	1982 BASE	3%	ADJUSTMENT
<u>Mayor's Office</u>					
17	Administrative Asst.	M. Angel	20,019	20,621	
17	Administrative Asst.	D. Keister	24,000	24,720	
8	Executive Secretary	R. Andrews	13,478	13,883	
7	Receptionist	A. Oates	11,060	11,392	
<u>Controller's Office</u>					
19	Controller	F. Heyman	31,998	32,959	
17	Deputy Controller	J. Haley	27,000	27,810	
14	Internal Auditor	S. Archer	21,122	21,755	
14	Admin. Federal Funds	L. Stolte	23,273	23,970	
8	Executive Secretary	K. Emerson	14,040	14,461	
<u>Economic Development</u>					
17	Director - Econ. Devel.	K. Bandemer	27,040	27,852	
15	Assistant Director	K. Moses	21,537	22,183	
14	Finance Specialist	D. Schuster	19,498	20,082	
14	Finance Specialist	K. Howell	17,725	18,257	
13	Business Planning Spec.	C. Baughman	18,437	18,990	
5	Executive Secretary B	H. Kessler	10,450	10,763	11,250
<u>Metro Human Relations Comm.</u>					
17	Executive Director - MHRC	D. McKinley	24,363	25,094	
13	Deputy Dir. - Admin.	S. Haycox	18,314	18,863	
13	Deputy Dir. - Invest.	L. Campodonico	18,314	18,862	
13	Staff Attorney	C. Chudzik	19,092	19,665	
12	Chief Investigator	D. Bailey	16,955	17,464	
5	Executive Secretary B	M. Runkle	12,186	12,551	
<u>City Clerk</u>					
10	Chief Deputy	N. Eshcoff	14,198	14,624	15,200
6	Personnel Supervisor	G. Barile	12,868	12,868	
5	Records Supervisor	G. Bloom	10,500	10,500	
5	Violation's Citiz. Advocate	Temporary		9,200	
5	Executive Sec'y/Bookkeeper	M. Walda	10,920	11,248	13,200
<u>Board of Public Works</u>					
19	Chairman	S. Bailey	31,998	32,959	
18	Member of Board	B. Collins	25,409	26,170	
18	Member of Board	R. Staten	25,409	26,170	
12	Clerk to Board	S. Kennedy	18,531	19,086	

1983 L.G.	TITLE	NAME	1982 BASE	3%	ADJUSTMENT
<u>Board of Public Works cont.</u>					
6	Executive Secretary A	S. Helmsing	11,014	11,344	12,115
<u>Public Affairs</u>					
16	Citizen's Advocate	K. Mettler	19,032	19,602	
12	Dir. - Citizen's Participation	S. Messman	18,197	18,742	
8	Asst. Citizen's Advocate	S. Zion	12,718	13,100	
<u>Community Development & Plan.</u>					
18	Director - CD & P	A. Farkas	28,988	29,856	
17	Director of Planning	N. Abbott	27,023	27,833	
16	Senior Planner	G. Baeten	21,619	22,268	
16	Senior Planner	D. Baker	21,723	22,375	
16	Senior Planner	K. McCrory	21,619	22,268	
8	Office Manager	G. Campbell	13,035	13,426	14,062
<u>Street Engineering</u>					
15	Street Engineering	D. Anderson	26,179	25,964	
<u>Board of Safety</u>					
6	Executive Secretary A	B. Guebard	13,877	14,293	
<u>Police Civilians</u>					
16	Legal Advisor	M. Sherr	24,542	25,278	
13	Chemist	M. Kimble	18,928	19,496	
12	Records Supervisor	R. Schieferstein	17,566	18,093	
12	Supt. Police Garage	C. Murfield	16,065	16,547	17,671
9	Records Bureau Tech.	R. Rodriguez	13,472	13,876	14,819
9	Records Bureau Tech.	G. Lazoff	13,472	13,876	14,819
9	Records Bureau Tech.	P. Kennedy	13,472	13,876	14,819
9	Records Bureau Tech.	B. Hill	13,472	13,876	14,819
9	Records Bureau Tech.	K. Zarich	13,472	13,876	14,819
9	Records Bureau Tech.	C. Trevino	13,472	13,876	14,819
9	Darkroom Technician	L. Clark	13,472	13,876	14,819
5	Executive Secretary B	C. Smith	13,334	13,734	
<u>Police Command</u>					
17	Chief of Police	D. Rieman	26,499	29,856	
16	Assistant Chief	D. Racine	25,432	26,194	
15	Deputy Chief	E. Walter	23,932	24,650	

1983 L.G.	TITLE	NAME	1982 BASE	3%	ADJUSTMENT
<u>Police Command cont.</u>					
15	Deputy Chief	H. Sanders	23,932	24,650	
15	Deputy Chief	R. Hathaway	23,932	24,650	
<u>Fire Department</u>					
17	Fire Chief	T. Myers	26,499	29,856	
16	Deputy Chief	T. Heckman	25,432	26,194	
15	Assistant Chief	T. Loraine	23,932	24,650	
15	Assistant Chief	M. Eady	23,932	24,650	
15	Assistant Chief	Ron Brown	23,932	24,650	
15	Assistant Chief	Rol. Brown	23,932	24,650	
15	Assistant Chief	C. Stillwell	*23,932	24,650	
6	Executive Secretary A	B. Steele	13,332	13,732	
<u>Civil Defense</u>					
13	Director - Civil Defense	T. Rody, Jr.	19,095	19,988	
<u>Weights & Measures</u>					
11	Inspector	J. Pitzen	19,406	19,988	
4	Receptionist/Secretary C	L. White	10,924	11,252	
<u>Communications</u>					
15	Director	S. Oberlin	23,932	24,650	
12	Technician I	D. Boll	19,082	19,655	
12	Technician I	S. Smith	19,082	19,655	
10	Technician II	G. Weichselfelder	18,487	19,042	
<u>Traffic Engineering</u>					
15	Traffic Engineer	W. Stout	26,179	26,964	
13	Assistant Traffic Engineer	S. Davis	*21,089	21,722	
<u>Law Department</u>					
7	Legal Secretary	S. Jordan	13,125	13,519	
<u>Animal Control</u>					
14	Executive Director	C. Robinson	18,328	18,878	
10	Spec. Humane Officer	D. Straub	*15,415	15,877	

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<u>Emergency Medical Services</u>					
15	Director	S. Brown	23,932	24,650	
13	Assistant Director	E. Patterson	19,965	20,564	
13	Assistant Director	K. Kruse	*21,796	22,450	
<u>Board of Aviation</u>					
18	Director - Airports	R. Hoverman	30,844	31,769	
14	Assist. Airport Dir. Opera.	A. Schertz	20,323	20,932	
14	Asst. Airport Dir. Admin.	D. Horn	20,323	20,932	
14	Asst. Airport Dir. Fire/Pol.	W. Betson	20,323	20,932	
12	Lead Electrician	G. Drew	17,391	17,913	
12	Field Maintenance Supt.	F. Weddle	17,362	17,883	18,230*
12	Capt. Fire/Police	R. Roberts	17,925	18,463	
12	Capt. Fire/Police	E. Strasberg	17,925	18,463	
11	Water Plant Supervisor	L. Keidel	17,560	18,087	
11	Building Maint. Supt.	E. Gleason	16,385	16,876	
11	Lead Mechanic	J. Staton	16,385	16,876	17,204*
10	Lieutenant - Fire/Police	R. Bobay	17,121	17,635	
10	Lieutenant - Fire/Police	J. Dirver	17,121	17,635	
10	Field Supervisor	P. Myers	14,516	14,951	
9	Fire/Police Officer	J. Norris	16,378	16,780	
9	Fire/Police Officer	R. Mattax	16,378	16,780	
9	Fire/Police Officer	D. Scott	16,378	16,780	
9	Fire/Police Officer	J. Wiland	16,378	16,780	
9	Fire/Police Officer	K. Buckmaster	16,378	16,780	
9	Fire/Police Officer	B. Cook	16,378	16,780	
9	Lead Carpenter	D. Reichert	14,512	14,947	15,237*
8	Equipment Operator A	T. Callow	13,374	13,775	
8	Equipment Operator A	A. Gonzalez	12,754	13,136	
7	Building Supervisor	M. Ort	12,754	13,136	
7	Executive Secretary	N. Butler	11,835	12,190	
7	Water Plant Operator	J. Robbins	11,835	12,190	
7	Water Plant Operator	R. Davis	9,703	9,994	
7	Mechanic	NONE			
7	Electrician	M. Stowe	12,754	13,136	
6	Carpenter	K. Samuel	9,703	9,994	10,188*
6	Accounting Clerk	NONE			
6	Administrative Assistant	NONE			
6	Secretary A	J. Moran	11,060	11,392	
6	Equipment Operator B	R. Fate	10,037	10,338	
5	Secretary B	NONE			
4	Maintenance Person	T. Ambricole	10,037	10,338	
4	Maintenance Person	L. White	9,703	9,994	
4	Terminal Police Officer	H. Littlefield	11,236	11,573	
4	Terminal Police Officer	J. Murphy	11,236	11,573	
4	Terminal Police Officer	W. Nancarrow	11,236	11,573	
4	Custodian A	D. Bay	12,117	12,481	
4	Custodian A	P. Green	11,146	11,480	
4	Custodian A	M. Miles	10,711	11,033	

1983 L.G.	TITLE	NAME	1982 BASE	3%	ADJUSTMENT
<u>Board of Aviation</u>					
4	Custodian A	O. Douglas	10,313	10,622	
3	Custodian B	S. Dannenfelser	9,066	9,342	
3	Custodian B	C. Eley	9,070	9,342	
3	Custodian B	N. Lawrence	9,070	9,342	
3	Custodian B	J. Taylor	9,070	9,342	
3	Custodian B	G. Wayer	9,066	9,338	
<u>Park Department</u>					
18	Dir. Parks & Recreation	R. Arnold	28,127	28,971	
17	Supt. Parks	D. Noak	23,000	23,690	25,156
17	Supt. Recreation	P. Bennett	23,000	23,690	25,156
17	Supt. Zoo - Veldt	E. Wells	23,000	23,690	25,156
15	Business Manager	T. Stephanoff	22,500	23,175	24,063
14	Super. - Areas Maint.	M. Cayot	19,074	19,646	20,902
13	Arborist	R. Mudrack	19,074	19,646	20,426
13	Engineer - Planner	J. Byanski	19,074	19,646	20,426
13	Super. Sr. Cit. Ctr.	C. Brangrover	19,074	19,646	20,426
13	Admin. Asst. - Planner	A. Derheimer	19,074	19,646	20,426
13	Sports Facilities Mgr.	P. Ehresman	19,074	19,646	20,426
13	Super. Bldgs. Equip.	J. McClue	19,074	19,646	20,426
12	Super. Special Services	B. Reul	19,074	19,646	19,951
12	Asst. Arborist	J. Bauerle	18,460	19,014	19,768
12	Asst. Super. Areas Maint.	L. Reuille	18,460	19,014	19,768
12	Asst. Super. Areas Maint.	T. Piatt	18,460	19,014	19,768
12	Landscape Architect	B. Moe	18,460	19,014	19,768
12	Coord. - Neighborhood Serv.	T. Harmon	19,074	19,646	19,768
12	Theatre Manager	R. Behr	18,460	19,014	19,768
11	Sports Program Manager	C. Hamilton	18,460	19,014	19,768
11	Coord. Special Activities	B. Kelly	14,919	15,366	16,348
11	Supervisor - Greenskeeper	J. Coleman	16,598	17,095	17,774
11	Supervisor - Greenskeeper	T. Thompson	16,598	17,095	17,774
10	Coord. - Public Information	M. Leonard	13,900	14,317	15,232
10	Recreation Ctr. Manager	S. Hicks	13,823	14,237	14,801
10	Recreation Ctr. Manager	S. Chambers	13,823	14,237	14,801
9	Office Manager	E. Jennings	16,598	17,095	
9	Prog. Coord. Sr. Ct. Ctr.	Y. Stewart	16,598	17,095	
8	Asst. Super. Spec. Services	E. Bentley	16,598	17,095	
<u>Redevelopment</u>					
18	Executive Director	G. Wasson	29,639	30,528	
11	Admin. Adie/Relocation	J. Zickgraf	19,953	20,552	
6	Executive Secretary A	J. Woodward	12,357	12,727	

1983 L.G.	TITLE	NAME	1982 BASE	3%	ADJUSTMENT
<u>Street Department</u>					
15	Street Commissioner	G. Underwood	25,478	26,202	
13	Asst. Street Commissioner	J. Bloom	19,654	20,244	
10	General Foreman	T. Linn, Sr.	16,514	17,009	
<u>City Utilities</u>					
19	Dir. Pers./Labor Relations	J. Huntine, Sr.	31,998	32,959	
18	Dir. Water Resources	P. Boller	28,806	29,670	
18	Dir. City Utilities Opera.	A. Zirkle	28,806	29,670	
18	Dir. Transportation	C. O'Neal	28,806	29,670	
17	Supt. Filtration Plant	G. Patrick	28,750	29,613	
17	Supt. WPC Plant	N. Wisler	28,115	28,958	
17	Dir. Data Processing	A. Lamos	28,600	29,458	
17	Assoc. Dir. Pers. Lab. Rela.	C. Reed	24,702	25,443	
16	Supt. of Maintenance	J. Moran	28,184	29,030	
15	Dir. Str. Light Engineering	D. Hiatt	21,663	22,313	
15	Chief Water Engineer	T. Atherton	25,482	26,246	
15	Chief WPC Engineer	C. Embury	25,890	26,667	
15	Dir. Technical Services	D. Bodeker	25,946	26,724	
15	Dir. Customer Services	D. Colestock	19,685	20,276	20,625
15	Dir. of Purchasing	A. Gluck	25,309	26,068	
14	Supt. of St. Lt Warehouse	K. Haffner	24,438	25,171	
14	Supt. Water Maint. Const.	J. Breedlove	22,976	23,665	
14	Supt. Water Maint. Service	M. Wynn	21,426	22,069	
14	Asst. Supt. - WPC Maint.	R. Hohenstein	20,946	21,574	
14	Systems Analyst	J. Shubert	25,166	25,921	
14	Systems Analyst	D. Thompson	24,958	25,707	
14	Systems Programmer	D. Braun	25,000	25,750	
14	Public Information Officer	C. Kunberger	19,030	19,601	19,687
14	Public Information Officer	D. Perlini	24,000	24,720	
13	Maintenance Foreman Filtra.	J. Lazoff	22,976	23,665	
14	Resident Engineer - WPC	J. Line	17,903	18,440	
14	Super. Maintenance WPC	B. Warner	22,056	22,718	
14	Project Engineer	W. Shiningier	21,424	22,067	
14	Project Engineer	T. Pallone	22,593	23,271	
13	Project Leader - Data	L. Cline	20,280	20,883	
13	Super. General Accounting	T. Hohman	21,830	22,485	
13	Super. Office Services	M. Donlan	17,499*	18,024	
13	Super. Payroll	V. Chandler	22,464	23,138	
13	EEO Director	M. Ganaway	19,567	20,154	
13	Super Safety & Claims	M. Neddeff	21,936	22,594	
13	Asst. Director of Purchasing	C. Offerle	18,628	19,187	
12	General Foreman WPC	P. Storey	16,236	16,723	17,812

1983 L.G.	TITLE	NAME	1982 BASE	3%	ADJUSTMENT
<u>City Utilities cont.</u>					
12	Supt. City Utilities Garage	T. Pitzen	18,618	19,177	
12	Super. Meter Reading	A. Boyle	18,314	18,863	
12	Personnel Officer	M. Collins	17,812	18,346	
12	Employment Specialist	R. Ruderman	20,238	20,845	
11	Asst. Super. WPC Plant	H. Holcomb	16,715	17,216	
11	Admin. Sludge Disposal	W. Biddle	16,929	17,437	
11	Administrative Assistant	S. Whitacre	16,994	17,504	
11	Administrative Assistant	J. Sims	15,080	15,532	16,875
11	Supervisor Data Operations	W. Schirmeyer	18,458	19,012	
11	Super. Industrial Waste Cont.	S. Becker	22,033	22,694	
11	Veteran's Services Officer	A. Bragalone	17,114	17,627	
10	Payroll Administrator	S. Freewalt	16,841	17,346	
10	Payroll Administrator	D. Boneff	16,841	17,346	
10	Safety Investigator	J. Hogan	16,066	16,548	
9	Administrative Assistant	H. Cochenour	16,284	16,773	
9	Administrative Assistant	J. O'Boyle	15,079*	15,531	
6	Purchasing Admin. Assistant				
6	Executive Secretary A	L. Robinson	11,230	11,567	12,187
6	Executive Secretary A	A. Shane	12,116	12,479	
6	Executive Secretary A	D. Densel	12,249	12,616	
5	Purchasing Data Clerk				
5	Executive Secretary B	N. Manganiello	11,230	11,567	
5	Executive Secretary B	K. Keller	11,230	11,567	



THE CITY OF FORT WAYNE

personnel

July 13, 1982

City of Fort Wayne Common Council
City of Fort Wayne, Indiana

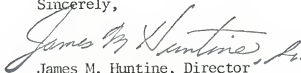
Dear Honorable Council Members:

Attached please find corrected pages 5, 7, 8, 9, 10, and 11, of the City of Fort Wayne, Civil City and City Utilities 1983 Salary Ordinance submitted to you July 12th, for your review. Please remove these pages from the Ordinance submitted for your approval and substitute the corrected pages attached hereto.

Also, enclosed please find the 1983 Salary Ordinance Inequity Adjustment documentation.

Exhibit #5 will be submitted for your review as soon as it is available.

Sincerely,



James M. Huntine, Director
Personnel/Labor Relations

JMH:jdo

Attachment

CITY UTILITIES (Cont.)

1		
2	13	EEO Director
3	13	Supervisor of Safety and Claims
4	13	Assistant Director of Purchasing
5	12	General Foreman - WPC Maint.
6	12	Superintendent of City Utilities Garage
7	12	Supervisor of Meter Reading
8	12	Personnel Officer
9	12	Employment Specialist
10	11	Assistant Supervisor - WPC Plant Maint.
11	11	Administrator - Sludge Disposal
12	11	Administrative Ass't. Customer Services
13	11	Supervisor of Data Operations
14	11	Veterans Services Officer
15	10	Administrative Ass't. - Water Eng.
16	10	Administrator - WPC Stations
17	10	Payroll Administrator
18	10	Safety Investigator
19	9	Administrative Ass't. - Water Resources
20	9	Office Manager - Personnel
21	6	Purchasing Administrative Assistant
22	6	Executive Secretary A
23	5	Purchasing Data Entry Clerk
24	5	Executive Secretary B
25	4	Executive Secretary C

SECTION 4. The base pay and other compensation for patrolmen in the Fort Wayne Police Department is hereby established as provided in the attached Exhibit 1, made a part hereof, as reached through the collective bargaining process. Police officers of the rank Sergeant through Captain inclusive are as established in attached Exhibit 2. At this time, and pursuant to the City's Collective Bargaining Ordinance, negotiations for

CITY UTILITIES (All Departments)

1		
2	19	Director, Personnel and Labor Relations
3	18	Director of Water Resources
4	18	Director of City Utilities Operations
5	18	Director of Transportation
6	17	Superintendent of Filtration Plant
7	17	Superintendent of WPC Treatment Plant
8	17	Director of Data Processing
9	17	Associate Director of Personnel & Labor
10		Relations
11	16	Superintendent of Maintenance
12	15	Director of Street Lighting Engineering
13	15	Chief Water Engineer
14	15	Chief WPC Engineer
15	15	Director of Technical Services
16	15	Supervisor of Customer Services
17	15	Purchasing Director
18	14	Superintendent of St. Lighting Warehouse
19	14	Supervisor of Water Maint. Construction
20	14	Supervisor of Water Maint. Service
21	14	Assistant Superintendent - WPC Maint.
22	14	Systems Analyst
23	14	Systems Programmer
24	14	Public Information Officer
25	13	Maintenance Foreman - Filtration Plant
26	13	Project Engineer
27	13	Supervisor of Maintenance - WPC Plant
28	13	Resident Engineer - WPC Plant
29	13	Project Leader Data Processing
30	13	Supervisor of General Accounting
31	13	Supervisor of Office Services
32	13	Supervisor of Payroll Services

PARKS AND RECREATION (Cont.)

1		
2	13	Sports Facilities Manager
3	12	Assistant Arborist
4	12	Asst. Supervisor Areas Maintenance
5	12	Landscape Architect
6	12	Coordinator Neighborhood Services
7	12	Theatre Manager
8	11	Sports Program Manager
9	11	Coordinator of Special Activities
10	11	Greenskeeper - Supervisor
11	10	Public Information Officer
12	10	Recreation Center Director
13	9	Office Manager
14	9	Program Coordinator, Sr. Citizens Center
15	8	Assistant Special Services Supervisor
16	UC \$19,120	Golf Pro/Greenskeeper
17	UC \$ 9,045	Golf Pro

REDEVELOPMENT

19	18	Executive Director
20	11	Administrative Aide/Relocation
21	6	Executive Secretary A

PARKING ADMINISTRATION

23		
24	13	Parking Administrator
25		

STREET DEPARTMENT

26		
27	15	Street Commissioner
28	13	Assistant Street Commissioner
29	10	General Foreman
30		
31		
32		

AVIATION DEPARTMENT (Cont.)

1		
2	9	Lead Carpenter
3	8	Equipment Operator A
4	7	Building Supervisor
5	7	Executive Secretary
6	7	Water Plant Operator
7	7	Mechanic
8	7	Electrician
9	6	Carpenter
10	6	Accounting Clerk
11	6	Administrative Assistant
12	6	Secretary A
13	6	Equipment Operator B
14	5	Secretary B
15	4	Maintenance Person
16	4	Terminal Police Officer
17	4	Custodian A
18	3	Custodian B

PARKS AND RECREATION

19		
20		
21	18	Director of Parks and Recreation
22	17	Superintendent Parks
23	17	Superintendent Recreation
24	17	Superintendent Zoo & Veldt
25	15	Business Manager
26	15	Horticulturist - Conservatory Manager
27	14	Supervisor Areas Maintenance
28	13	Supervisor Horticulture
29	13	Arborist
30	13	Engineer-Planner
31	13	Director Sr. Citizens Center
32	13	Administrative Assistant - Planner

LAW DEPARTMENT

1		
2	7	Legal Secretary
3	UC \$24,205	City Attorney
4	UC \$22,660	Special Counsel to Mayor
5	UC \$13,905	Associate City Attorney

HUMANE SHELTER

6		
7		
8	14	Executive Director
9	10	Special Humane Officer
10	9	Animal Technician

EMERGENCY MEDICAL SERVICES

11		
12		
13	15	Director
14	13	Assistant Director

AVIATION DEPARTMENT

15		
16		
17	18	Director of Airports
18	15	Assistant Airport Director - Operations
19	14	Assistant Airport Director - Finance
20		& Administration
21	14	Assistant Airport Director - Fire-Police
22		Chief
23	12	Lead Electrician
24	12	Field Maintenance Superintendent
25	12	Captain Fire-Police
26	11	Water Plant Supervisor/Plumber
27	11	Building Maint. Superintendent
28	11	Lead Mechanic
29	10	Lieutenant Fire-Police
30	10	Field Supervisor
31	9	Fire-Police Officer
32		

BOARD OF PUBLIC WORKS

19 Chairman
 18 Member of Board
 12 Clerk to Board
 6 Executive Secretary A

PUBLIC AFFAIRS

16 Citizens Advocate
 12 Director - Citizen's Participation
 12 Minority Affairs Officer
 9 Administrative Assistant
 8 Assistant - Citizens Advocate

COMMUNITY DEVELOPMENT & PLANNING

18 Director
 17 Director of Planning
 16 Senior Planner
 8 Officer Manager

STREET ENGINEERING

15 Street Engineer
 6 Executive Secretary A

BOARD OF PUBLIC SAFETY

UC \$7,210 Chairman
 UC \$4,326 Member of Board

POLICE CIVILIANS

16 Legal Advisor
 13 Chemist
 12 Records Supervisor
 12 Superintendent Police Garage